

*Missouri Training and Employment Council*

***PROPOSED STATEWIDE TRAINING  
AND  
EMPLOYMENT POLICY***



***1992***



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# I

## *Introduction*

After Harry Truman became President in 1945, *Fortune* magazine prepared an article profiling the President and his home state. In preparing the article, *Fortune* found no unique, singular characteristic describing Missouri. The article pointed out that fact and observed that, given Missouri's diversity in economics, politics, geography, heritage and culture, "Missouri can be described as a kind of United States in microcosm."

Nearly 50 years later, this observation remains relevant. Even though there have been vast changes since the 1945 *Fortune* article, Missouri remains a microcosm of the United States. The current national studies concerning America's position in the world (*America and the New Economy*, *America's Choice: High Skills or Low Wages!*, and *What Work Requires of Schools—A SCANS Report for America 2000*) discuss and propose solutions to the problems that America and Missouri must resolve to remain viable in the world. A new world system has evolved. This in turn has brought about a new economy and the need for a revamped education system.

The policy report, *The Missouri Challenge—Making Missouri Work*, prepared by the Jobs for Missouri's Future Advisory Board, discusses and proposes solutions for Missouri in the new world economy. Clarence C. Barksdale, Chair, Jobs for Missouri's Future Advisory Board which prepared the report, states in his transmittal letter: "If Missouri is to compete in a new knowledge-based and skill-based international economy, it needs a world-class work force. The challenge to firms, workers, state and community leadership is clear: build better jobs by building better skills."

The Missouri General Assembly, recognizing the State's evolving position in the new economy, directed the Missouri Training and Employment Council to develop recommendations for a statewide training and employment policy. The proposed policy provides a basis for a statewide training and employment plan.

# *II*

## *Mission*

Enabling legislation RSMo Supp. 1991, Section 620.528 mandates the Missouri Training and Employment Council to recommend a proposed statewide training and employment policy to the Governor and to the General Assembly by September 1, 1992. The policy shall address:

1. Public and private participation toward achieving Missouri's objective of full employment;
2. methods to improve federal and state resources in providing job training services; and
3. coordination of training and employment activities with other related activities.

In response to the legislative mandate, the Missouri Training and Employment Council appointed the Work Force Preparation Task Force to develop policy recommendations. The proposed policy is a framework for the future development of a statewide training and employment plan required in 1993.

Each segment of the mission becomes a major policy recommendation.

# *III*

## *Underlying Principles*

The Task Force identified the following five principles necessary for achieving full employment in Missouri:

1. Each Missourian is an economic resource.
2. All levels of education must be recognized as equal contributors to the goal of full employment. Fundamental skills needed by Missouri workers are defined as follows:

**Basic Skills:** Reading, writing, listening, speaking and the ability to perform mathematical operations.

**Thinking Skills:** Capability to reason, solve problems, analyze and make decisions.

**Employability Skills:** Demonstrate self-esteem, social skills, integrity, self discipline, honesty, job search skills, resume writing, proper dress, direction following and punctuality.

3. A sustained job creation and retention effort is necessary for the policy goals to be achieved.
4. Employers, employees and their respective organizations from all sectors of Missouri's economy must contribute to the efforts for achieving full employment.
5. Financial and other resources beyond those currently available are necessary.

# *IV*

## *Recommended Employment and Training Policy*

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### **RECOMMENDATION ONE** **Increase Public and Private Participation** **Toward Achieving Missouri's Objective** **of Full Employment**

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- Public agencies must use available resources to achieve effective short and long term solutions to the problems of developing and maintaining a skilled work force.
- Incentives must be established to encourage public and private sector employers to increase the skill level of Missouri's work force.
- Employers and educators must work together to define workplace skills and ensure these skills are being developed.
- Life-long learning is crucial for Missouri to develop and maintain a highly skilled work force. Public agencies, in coordination with the private sector, must ensure that continuous training and educational opportunities for individuals are available and accessible.
- The private and public sectors must work together to implement job creation and retention strategies. These strategies must identify the training needs of current and prospective workers. They must also reflect the variety of training needs of people throughout the state.

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### **RECOMMENDATION TWO** **Improve the Uses of Federal and State Resources** **in Providing Job Training and Services**

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- Improve utilization of resources by adopting an individually focused, needs-based training and service system. Federal and state resources should be maximized to enhance the transition of Missourians into the work force.
- Public agency directors must meet regularly to evaluate effective delivery and facilitate coordination of services and funding.
- Public resource allocations must be flexible to meet the assessed needs of a community.

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**RECOMMENDATION THREE**  
**Coordinate Training and Employment Activities**  
**with Other Related Services**

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- To attain the goal of full employment and job creation at all skill levels, it is essential to coordinate training and employment activities with other related services.
- Coordination of programs must assure maximum opportunity to the individual needing training while minimizing barriers to employment.
- The design, development and delivery of training programs must include the commitment and participation of families and communities.

**Summary of Policy Recommendations**

The attainment of work force skills required to compete effectively on a global basis is vital to the economic future of Missouri and its citizens.

Missouri's private and public sectors must work in concert to ensure increased employment opportunities for Missouri's trained, skilled work force.

Full work force participation by Missourians can only be achieved through a coordinated, systematic approach.



# V

## *Methodology*

Sections 620.521-620.530, Revised Statutes of Missouri (Supp. 1991), constitute the "Missouri Training and Employment Council Act." Section 620.523 established the "Missouri Training and Employment Council."

The Council, under Section 620.528, is to submit no later than September 1, 1992 to the Governor and to the General Assembly a proposed statewide training and employment policy. The Work Force Preparation Task Force was appointed by the Council to develop this policy.

The Task Force approached the policy development based on three areas outlined in Section 620.528. The areas are:

1. Public and private participation toward achieving Missouri's objective of full employment;
2. methods to improve federal and state resource use in the providing of job training services; and
3. coordination of training and employment activities with other related activities.

Commencing in the Summer of 1990, significant national reports prepared by various research groups (see introduction) emphasized that America must rethink its work force preparation methods and its educational process. This is necessary because of the newly evolving world economy in which America must compete.

The Task Force commenced its mission of the policy development by reviewing these national reports. With this global background perspective, the Task Force approached its task by determining how the findings in the national reports related to Missouri.

Through a series of Task Force meetings, various speakers made presentations relative to the numerous aspects of work force preparation. From these presentations and from review of reports specific to Missouri, the Task Force learned that, as with other states, Missouri must:

- develop methods to encourage lifelong learning;
- develop methods to create a market-driven work force preparation system; and
- develop a "high performance" economy.

Missouri, the Task Force learned, also faces challenges in preparing the future work force population:

- approximately 80% of the work force for the year 2000 is already working;
- the work force is rapidly aging; and
- the entry pool of younger workers is shrinking.

The Council views the three policy recommendations as the framework to develop a proposed statewide training and employment plan for Missouri by 1993, as required by Section 620.529 of the Revised Statutes of Missouri.

# VI

## *References*

- Legislation
- Missouri Training and Employment Council
- Work Force Preparation Task Force
- Summaries of Task Force meeting activities
- List of reports

# LEGISLATION

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**620.521. Law, how cited.**— Sections 620.521 to 620.530 shall be known and may be cited as the “Missouri Training and Employment Council Act.” (L. 1991 H.B. 294 & 405 2)

**620.523.** Missouri training and employment council established, purpose—members, appointment, qualifications—rules established in bylaws—terms, expenses.—

1. There is hereby established the “Missouri Training and Employment Council.”
2. The Missouri training and employment council shall study and make recommendations regarding the improvement of the state’s job training service delivery network. Such recommendations will consider improved federal and state resource use and expanded coordination of state job training and employment activities with other related activities. Using the results of interdepartmental collaboration at early stages of policy formation, the council shall propose a statewide training and employment policy and a periodically updated plan of services for achieving Missouri’s objective of full employment. The council shall serve as a forum for public and private sector representation to encourage cooperative uses of training and employment funding, facilities and staff resources for a more comprehensive and coordinated statewide system.
3. The Missouri training and employment council shall consist of thirty members appointed by the governor with the advice and consent of the senate. The governor shall designate one nongovernmental member to be chairman. The council shall be composed as follows:

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(1) Thirty percent of the membership shall be representatives of business, industry and agriculture, including individuals who are representatives of business, industry, and agriculture on private industry councils, job service employer committees or local education advisory committees within the state;

(2) Thirty percent of the membership shall be:

(a) *Members of the general assembly and state agencies and organizations;*

(b) *Representatives of the units or consortia of units of general local government which shall be nominated by the chief elected officials of the units or consortia of units of local government and the representatives of local education agencies who shall be nominated by local educational agencies. To the extent feasible, such appointees shall have knowledge of or experience with economic development, job training, education or related areas;*

(3) Thirty percent of the membership shall be representatives of organized labor and representatives of community-based organizations in the state;

(4) Ten percent of the membership shall be representatives of the general public. The composition and the roles and responsibilities of the Missouri training and employment council membership may be amended to comply with any succeeding federal or state legislative or regulatory requirements governing training and employment programs, except that the procedure for such change shall be outlined in state rules and regulations and adopted in the bylaws of the council.

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4. Each member of the council shall serve for a term of four years and until a successor is duly appointed; except that, of the members first appointed, six members shall serve for a term of four years, eight members shall serve for a term of three years, eight members shall serve for a term of two years and eight members shall serve for a term of one year. Each member shall continue to serve until a successor is duly appointed. The council shall meet at least four times each year at the call of the chairman.
  5. The members of the council shall receive no compensation, but shall be reimbursed for all necessary expenses actually incurred in the performance of their official duties. (L. 1991 H.B. 294 & 405 3)

**620.527. Powers and duties of council.**—

1. The Missouri training and employment council shall:

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(1) Review studies of occupational trends, employment supply and demand, industry growth, job training program participation, labor force literacy and

## Legislation (continued)

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early warning signals that industries are beginning to decline or are in danger of closing;

(2) Report to the governor and to the general assembly regarding statewide training and employment policies which have been developed in concert with interagency assistance from the Department of Economic Development, the Department of Elementary and Secondary Education, the Department of Labor and Industrial Relations, the Department of Social Services and other agencies delivering training and employment services;

3) Prepare and submit to appropriate state and local agencies a statewide plan for full employment services including such activities as labor exchange, job training or retraining, job development, job placement services and labor force literacy;

(4) Work through various state agencies delivering training and employment services to review interagency coordination and program effectiveness.

(5) Review and report to the governor innovative proposals for training and employment programs; and

(6) Encourage the participation of government, business and industry, and unions or other labor organizations for providing assistance to dislocated workers, in communities where plant closures occur.

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2. The roles, responsibilities and duties of the Missouri job training coordinating council established by Missouri executive order 88-8 are hereby assigned to the Missouri training and employment council. The Missouri training and employment council shall perform all council functions required by the federal Job Training Partnership Act, as amended, as well as the expanded requirements defined by sections 620.521 to 620.530. (L. 1991 H.B. 294 & 405 4)

### **620.528. Policy submission to governor and general assembly, content.—**

No later than September 1, 1992, the Missouri training and employment council shall submit to the governor and to the general assembly a proposed statewide training and employment policy. The policy shall address public and private participation toward achieving Missouri's objective of full employment.

The policy shall also address methods to improve federal and state resource use in the providing of job training services and coordination of training and employment activities with other related activities (L. 1991 H.B. 294 & 405 5)

### **620.529. Statewide training and employment plan to be prepared for state and local agencies—consent of plan—review and update required.—**

1. The Missouri training and employment council shall prepare and recommend a statewide training and employment plan for consideration by appropriate state and local agencies by 1993. The plan shall be reviewed annually and updated periodically and shall propose implementation timetables, measurable objectives and specific courses of action. The plan shall describe possible cooperative uses of training and employment funding, facilities and staff resources whenever feasible and shall focus on the development of a more coordinated training and employment delivery system.

2. The plan shall include provisions to accomplish the following objectives by the administering agencies:

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(1) Provide a streamlined intake and assessment process for persons seeking training and employment assistance;

(2) Target appropriate skill areas for training so that persons are trained for positions expected to exist in the labor market;

(3) Allow workers with obsolete or inadequate skills to have their skills upgraded while retaining employment;

(4) Retrain workers displaced by high technology industry and plant closings to reenter the Missouri work force.

(5) Involve business and industry in the planning, operation and evaluation of training programs;

(6) Encourage and assist local educational agencies, vocational technical schools and postsecondary institutions to coordinate their curricula and course selections with the changing needs of business and industry;

*Legislation (continued)*

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(7) Develop programs to improve the use of apprenticeship as a method of instruction in Missouri.

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3. The objectives listed in subsection 2 of this section shall be the foundation for interagency efforts to coordinate services and offer programs which maximize resources to meet Missouri's work force needs while recognizing various agency roles and responsibilities. (L. 1991 H.B. 294 & 405 6)

**620.530. Division of Job Development and Training to provide professional and clerical staff—Division to develop rules to carry out plans and policies.—**

1. The Division of Job Development and Training shall provide professional, technical and clerical staff support and resources to the Missouri training and employment council; administer training programs authorized under the federal Job Training Partnership Act; administer programs authorized under sections 620.470 to 620.481; and administer such other federal or state job development and training programs as are assigned to the division.

2. The division shall promulgate rules and regulations necessary to carry out its responsibility to the Missouri training and employment council and to develop the plans and policies adopted to the council. (L. 1991 H.B. 294 & 405 7)

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# ***WORK FORCE PREPARATION TASK FORCE***

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# MTEC WORK FORCE PREPARATION TASK FORCE

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## January 29, 1992 Meeting Summary

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The first meeting of the MTEC Work Force Preparation Task Force was held on January 29, 1992 at the Capitol Plaza Hotel in Jefferson City, Missouri.

The meeting began at 1:00 p.m. with the Task Force Chair, Milt Bischof, introducing Task Force members and staff. Larry Earley, Director of the Division of Job Development and Training, provided an overview of the Task Force's mission.

The mission of the Task Force is to develop and recommend a proposed, broad, employment and training policy to MTEC for presentation to the Governor and General Assembly by September 1, 1992. The proposed policy is to be for all of Missouri's work force.

Mr. Bischof outlined the tasks to be done and the time frames to guide them to completion. He then introduced the presenters.

Charles Henry (Metropolitan Community College, Kansas City) made a presentation on the higher education report, *Report of the Missouri Business and Education Partnership Commission*. He stressed the need for a sound grounding in basic skills to cope with the rapidly changing environment. The report noted that lifelong learning was essential to adapt to a fast changing world.

Linda Gipson (Associated Industries of Missouri) made a presentation on the report, *Preparing for Missouri's Future—An Action Plan for Strengthening Elementary and Secondary Education in Missouri*. The report stressed that basic skills are important and must be enhanced. She also noted that the report cited a lack of entry-level people with sound basic skills as a very serious problem to employers in hiring.

Robert Robison (Department of Elementary and Secondary Education) made a presentation on the report, *Missourians Prepared—Success for Every Student*. This report outlines the plan for elementary and secondary education for the 90's in Missouri. Innovation, an extended school year, outcomes/accountability, and revamped funding are some of the topics addressed in the report.

Tom Sullivan (Department of Economic Development) was unable, due to notice of a Legislative Hearing that he was to testify at, to make his presentation on the report, *The Missouri Challenge—Making Missouri Work*. His presentation was rescheduled for the February 27, 1992 Task Force meeting.

The meeting facilitated the sharing of ideas and experiences among Task Force members. The group indicated that they would like presentations from selected groups concerning Missouri employment trends at the February 27 meeting. Staff was directed to make the necessary arrangements.

The meeting adjourned at approximately 4:30 p.m.

## February 27, 1992 Meeting Summary

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The second meeting of the MTEC Work Force Preparation Task Force was held on February 27, 1992 at the Truman State Office Building in Jefferson City.

The meeting was called to order at approximately 10:45 a.m. by Task Force Chair, Milt Bischof. He asked if there were any additions or deletions to the minutes of January 29, 1992 meeting. There were none and the minutes were accepted.

Larry Earley, Director of the Division of Job Development and Training, reviewed the Task Force's mission. It is to develop and recommend a proposed, broad, employment and training policy to MTEC for presentation to the Governor and the General Assembly by September 1, 1992.

Mr. Bischof outlined the day's agenda which consisted of seven presentations. The theme and purpose of the presentations was to gain an understanding of Missouri employment trends.

Tom Sullivan (Department of Economic Development) made a presentation on the report, *The Missouri Challenge—Making Missouri Work*, the policy report of Jobs for Missouri's Future. He emphasized the four (4) objectives outlined in the report.

1. Missouri's employers must be encouraged to adopt a high performance profile.



### *MTEC Work Force Preparation Task Force (continued)*

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2. Missouri's public and private sectors must work harder to close the skill gaps that currently exist in the Missouri work force.
3. Missouri's communities must respond to the challenges of economic transition in new and different ways.
4. Missouri's work force preparation system must be built to prepare all Missouri citizens for a lifetime of learning and relearning on and off the job.

Earl Cannon (Department of Economic Development) made a presentation on the State's economic development programs. He pointed out that Missouri now competes in a global economy and the State takes a proactive approach to economic development for the State. He also outlined the Department's methods and programs.

Frank Lenk, (Mid-America Regional Council—Kansas City) made a presentation on employment trends in general. He pointed out that the service area of the economy was the growing area for jobs. However, the lack of productivity in this area keeps wage levels low. He did not foresee wage levels increasing in the service sector of the economy. He stressed that education and training are necessary to increase productivity and raise the standard of living.

Alan Franklin (Director of the Division of Employment Security) introduced a group of speakers from the Division of Employment Security to discuss various areas of employment in Missouri.

Bill Niblack (Division of Employment Security) discussed industrial trends. He pointed out that Missouri is like a microcosm of the United States. He indicated that the service sector of Missouri's economy is the growing sector with health services as a leading growth area.

Randall Clark (Division of Employment Security) discussed occupational trends. He pointed out that the fastest growing occupation is health services. It accounts for 6 of 10 new jobs in the service sector.

Russell Signorino (Division's St. Louis Area Office) discussed how the McDonnell Douglas large layoffs were handled. The St. Louis Economic Adjustment

and Diversification Program was adopted to give the St. Louis area a proactive program to help the discharged employees find new jobs or careers. To date, 45% of the McDonnell Douglas employees have found new jobs and 56% have retained their former earnings.

Al AuBuchon (Division of Employment Security) reviewed the Division's public employment service section. The system is automated based on a "key word" system. The section is presently studying a Canadian developed skills assessment system for possible adoption in Missouri.

Ron Mierzejewski (St. Louis Regional Commerce and Growth Association) discussed how the St. Louis area has managed employee layoffs, with particular reference to the McDonnell Douglas experience. He felt that St. Louis' diversified economy was the main reason the situation was handled in a reasonably successful manner. He believes that the cost of labor will be the issue of the 90's. In addition, he feels that the Midwest will be the attractive business area of the United States in the 90's. He also stressed the importance of education for employment.

Tony Rinehart (Missouri Chamber of Commerce) discussed the results of their surveys of Missouri's small and medium sized businesses. Seventy-three percent (73%) felt the business climate was good despite the recession. Health care was the number one issue on the survey. He also indicated that the Chamber was studying education in general, school-to-work transition and vocational education. The Chamber is also finding concern on employees' basic skills knowledge.

Tim Smith (Federal Reserve Bank—Kansas City) indicated that Missouri's economy mirrors the nation's economy. He pointed out that in a recession that Missouri's economy under-performs the nation's economy. This is due to Missouri's substantial manufacturing sector which usually turns down in a recession.

Out of the presentations came some common themes:

1. Education and training are important for success in the new economy.

## *MTEC Work Force Preparation Task Force (continued)*

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2. The service sector of the economy continues to grow on the state and national levels.
3. Productivity must be increased to raise the standard of living.
4. Business, education, government and labor must cooperate for the state and nation to have a quality work force for the new economy.

In closing the meeting, Mr. Bischof asked the Task Force if they desired any further presentations at the next Task Force meeting in Jefferson City April 2, 1992. The Task Force indicated that they would like presentations on how rural Missouri was faring in this new changing world and economy.

Names of possible presenters were suggested and staff was instructed to make contacts and arrangements. Presentations at the April 2, 1992 meeting are to be limited to no more than five.

Mr. Bischof adjourned the meeting at approximately 4:00 p.m.

### **April 2, 1992 Meeting Summary**

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The third meeting of the MTEC Work Force Preparation Task Force was held April 2, 1992 at the Capitol Plaza Hotel in Jefferson City.

The meeting was called to order at approximately 8:30 a.m. by Task Force Chair, Milt Bischof. Larry Earley, Director of the Division of Job Development and Training, reviewed the Task Force's mission.

Terry Ward, MTEC Chair, discussed a chart from the State of Maryland outlining the state's employment training and services available to citizens of Maryland. The chart provided an excellent visual of services available.

Mr. Bischof next introduced Henry McHenry, Regional Vice President of the National Alliance of Business. Mr. McHenry will act as facilitator for drafting the policy recommendations. Mr. McHenry made a brief statement relative to his mission and outlined what he planned to do with the Task Force after the day's planned presentations were made.

Daryl Hobbs' (Professor of Rural Sociology, University of Missouri-Columbia) presentation provided the Task Force with an understanding of employment trends and problems in rural Missouri.

Dr. Earl Hobbs (Associate Professor of Education, St. Louis University) made a presentation on the St. Louis area METRO 2000 project designed to set up model schools for the 21st century.

Chet Dixon (Director of the Job Council of the Ozarks) made a presentation relative to employment and training as it relates to the tourist industry in Southwest Missouri.

After lunch, Mr. McHenry began work with the Task Force to develop issues for the proposed policy. A number of issues were identified and discussed.

Mr. McHenry recorded the issues that were discussed. He stated that he would synthesize the issues as he understood them into a discussion paper related to the mission statement. This discussion paper will be mailed to Task Force members prior to the May 18, 1992 Task Force meeting.

The May 18 Task Force meeting in Columbia will have a presentation by the *St. Louis Post-Dispatch* reporter who wrote a three-part series of articles on employment and training in the United States. The remainder of the meeting will be devoted to developing the proposed policy recommendations and will be facilitated by Mr. McHenry.

Mr. Bischof adjourned the meeting at approximately 1:35 p.m.

### **May 18, 1992 Meeting Summary**

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The fourth meeting of the MTEC Work Force Preparation Task Force was held May 18, 1992 at the Ramada Inn in Columbia, Missouri.

The meeting was called to order at approximately 9:15 a.m. by Task Force Chair, Milt Bischof. Mr. Bischof inquired of the Task Force members if there were any comments or additions to the April 2, 1992 meeting summary. He also reviewed the revised work schedule with the Task Force members.

## *MTEC Work Force Preparation Task Force (continued)*

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Donnell Reid, Task Force Vice Chair, introduced Virginia Hick (Education Reporter for the *St. Louis Post-Dispatch*) to the Task Force. Ms. Hick was present to discuss her January, 1992 articles on training and employment in the United States.

Ms. Hick indicated that her articles had their basis from a trip she and other reporters took to Germany and Denmark to observe the employment and training systems of those two countries. The trip was sponsored by the German-Marshall Fund.

Ms. Hick indicated that roughly 70% of non-college youth in Germany participate in apprenticeship programs. These programs average three years in duration. These programs are a result of cooperation among the "Social Partners" (business, education, government and labor). These programs are run by and paid for by the employers. Employers who run programs pay lower taxes than those who do not.

Employers who run programs retain roughly one-third of the apprentices they train. The other two-thirds find positions with other employers in the industry. Trained employees are viewed as a national resource.

In Germany, career orientation begins as early as the fourth grade, with high school graduation coming at age 16. Applied technology training is not looked down upon as it is in the United States.

In conclusion, Ms. Hick pointed out that the German apprenticeship system was instituted in 1970. The system in Denmark was revamped in 1991. She answered many questions from Task Force members during and at the end of her presentation.

After a short break, Henry McHenry began a point-by-point review of the discussion paper provided to Task Force members based on the April 2, 1992 meeting discussions. The review continued through a working lunch until all points in the paper had been reviewed and discussed.

Mr. McHenry advised the Task Force members that he would develop a preliminary draft proposed policy based on the discussions of the meeting. The draft policy would be mailed to Task Force members prior to the June 10, 1992 Task Force meeting.

The June 10 meeting in St. Louis will be devoted to reviewing the preliminary draft proposed policy. Mr. McHenry will continue to facilitate the Task Force's efforts.

Mr. Bischof adjourned the meeting at approximately 3:15 p.m.

### **June 10, 1992 Meeting Summary**

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The fifth meeting of the MTEC Work Force Preparation Task Force was held June 10, 1992 at the Hyatt Regency at Union Station in St. Louis, Missouri.

The meeting was called to order at approximately 9:00 a.m. by Task Force Chair, Milt Bischof. Mr. Bischof inquired of the Task Force members if there were any comments or additions to the May 18, 1992 meeting summary. He also reviewed the work to be done with the Task Force members.

Mr. Bischof introduced George Eberle (an MTEC member) who presented an urban perspective on work force preparation to the Task Force members. His presentation centered on the city neighborhood and his specific experience with Grace Hill in St. Louis.

After Mr. Eberle's presentation, Mr. Henry McHenry began a point-by-point review of the draft policy provided to Task Force members based on the May 18, 1992 meeting discussions. The Task Force members, at Mr. McHenry's suggestion, broke into groups to review the individual policy recommendations to refine them.

After lunch, the Task Force members reconvened to review the work of the three groups that reviewed the three policy recommendations. Mr. McHenry assisted with the review of the work with the members.

The Task Force members came to a consensus on a revised policy draft. Mr. McHenry advised the Task Force members that he would provide a policy based on the consensus arrived at by the Task Force members. This draft policy would be mailed to Task Force members prior to the August 5, 1992 Task Force meeting.

The August 5 meeting at Tan-Tar-A, Lake of the Ozarks, will be devoted to reviewing the draft consen-

### *MTEC Work Force Preparation Task Force (continued)*

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sus policy. Mr. McHenry will continue to facilitate the Task Force's efforts.

Mr. Bischof adjourned the meeting at approximately 1:48 p.m.

#### **August 5, 1992 Meeting Summary**

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The sixth and final meeting of the MTEC Work Force Preparation Task Force was held August 5 at Marriott's Tan-Tar-A at Lake Ozark, Missouri.

The meeting was called to order at approximately 11:17 a.m. by Task Force Chair, Milt Bischof. Mr. Bischof inquired of the Task Force members if there were any comments or additions to the June 10, 1992 meeting summary. He also reviewed the work to be done with the Task Force members.

Next, Mr. Henry McHenry began a point-by-point review of the draft policy recommendations provided to the Task Force members present.

After the review of the draft policy recommendations had been completed by the Task Force members, the members voted to accept the policy recommendations as revised.

Terry Ward, MTEC Chair, advised the Task Force members that the policy recommendations would be sent to MTEC members for their comments on August 10, 1992. The written comments would be due back to MTEC by August 21, 1992.

Mr. Ward indicated that MTEC approval of the policy recommendations with any member comments would be the next step prior to submission to the Governor and the General Assembly on September 1, 1992.

Mr. Bischof adjourned the meeting at approximately 2:14 p.m.

# LIST OF REPORTS

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The reports listed below were relevant to the Work Force Preparation Task Force's work.

## National Reports

1. *America and the New Economy*
2. *America's Choice: High Skills or Low Wages!*
3. *What Work Requires of Schools—A SCANS Report for America 2000*

## State Reports

1. *Missourians Prepared—Success for Every Student*
2. *Preparing for Missouri's Future—An Action Plan for Strengthening Elementary and Secondary Education in Missouri*
3. *Report of the Missouri Business and Education Partnership Commission*
4. *The Missouri Challenge—Making Missouri Work*



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